HUMAN FACTORS COUNCILS AND BOARDS in Naval Aviation

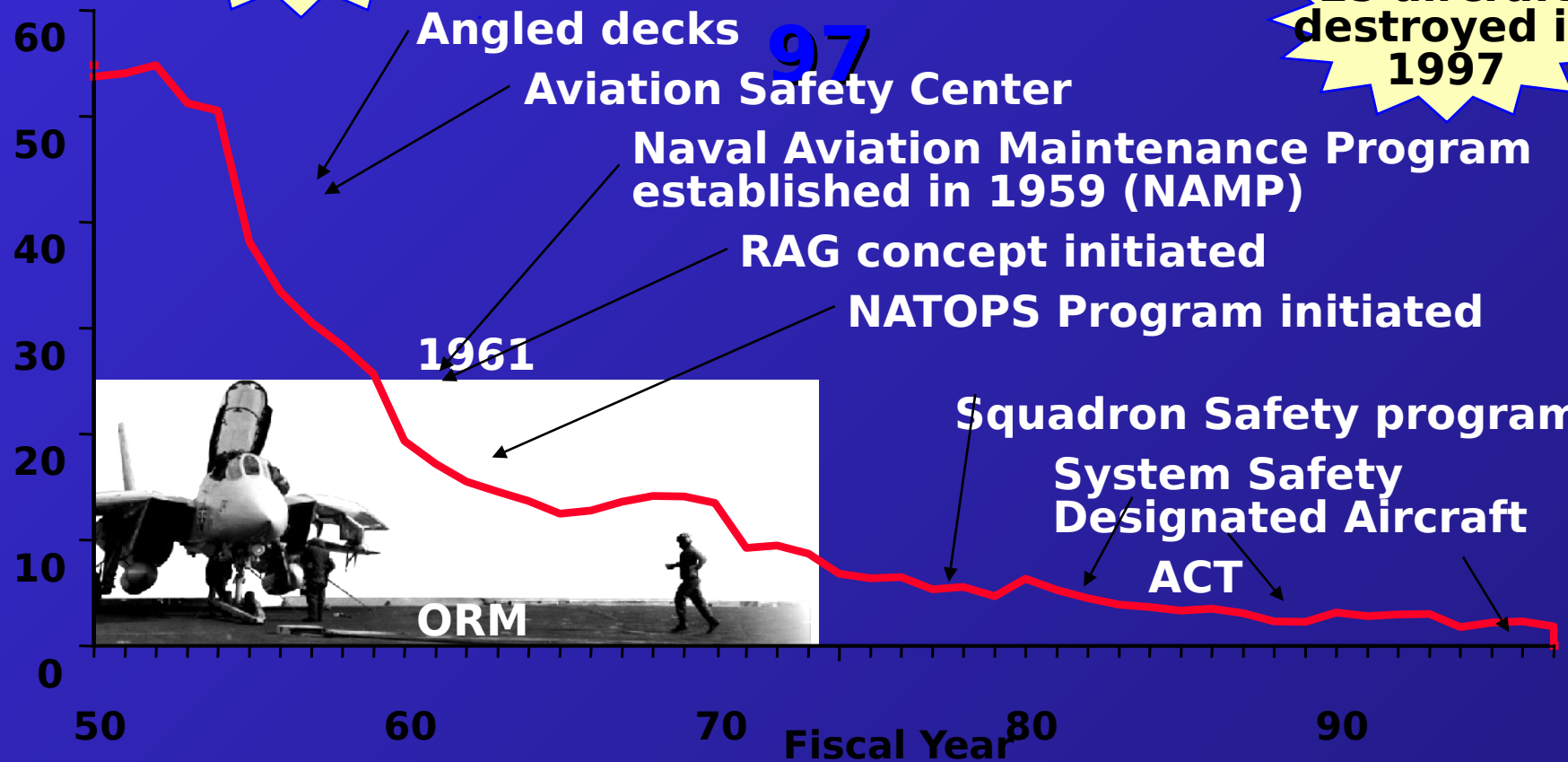
CAPT James Fraser MC USN
Naval Safety Center

Naval Aviation Mishap Rate

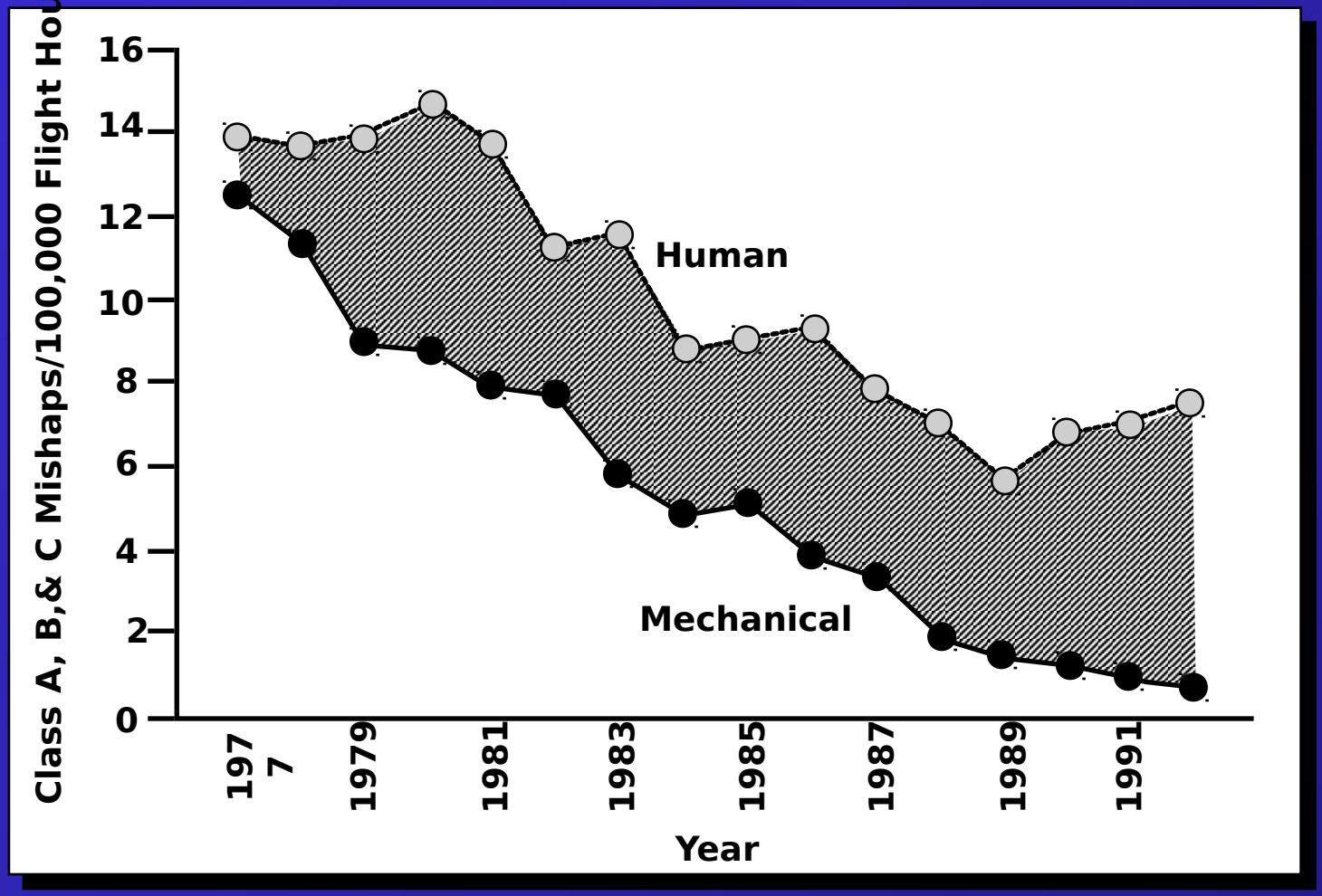
776 aircraft destroyed in 1954

FY50-97

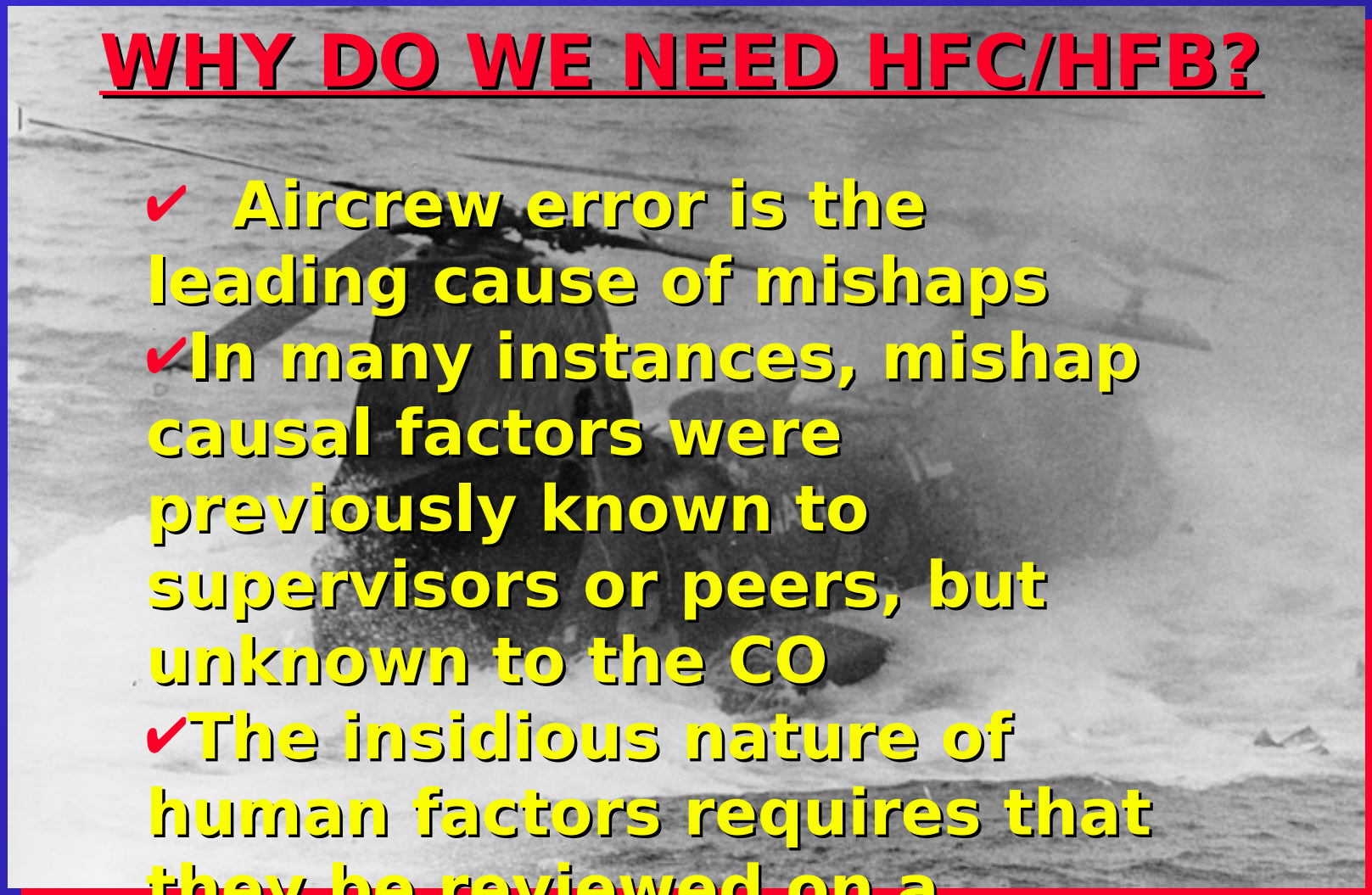
25 aircraft destroyed in 1997



All Navy/Marine Corps Mishaps CY 1977-92



Human Factors Councils
Human Factors Boards



WHY DO WE NEED HFC/HFB?

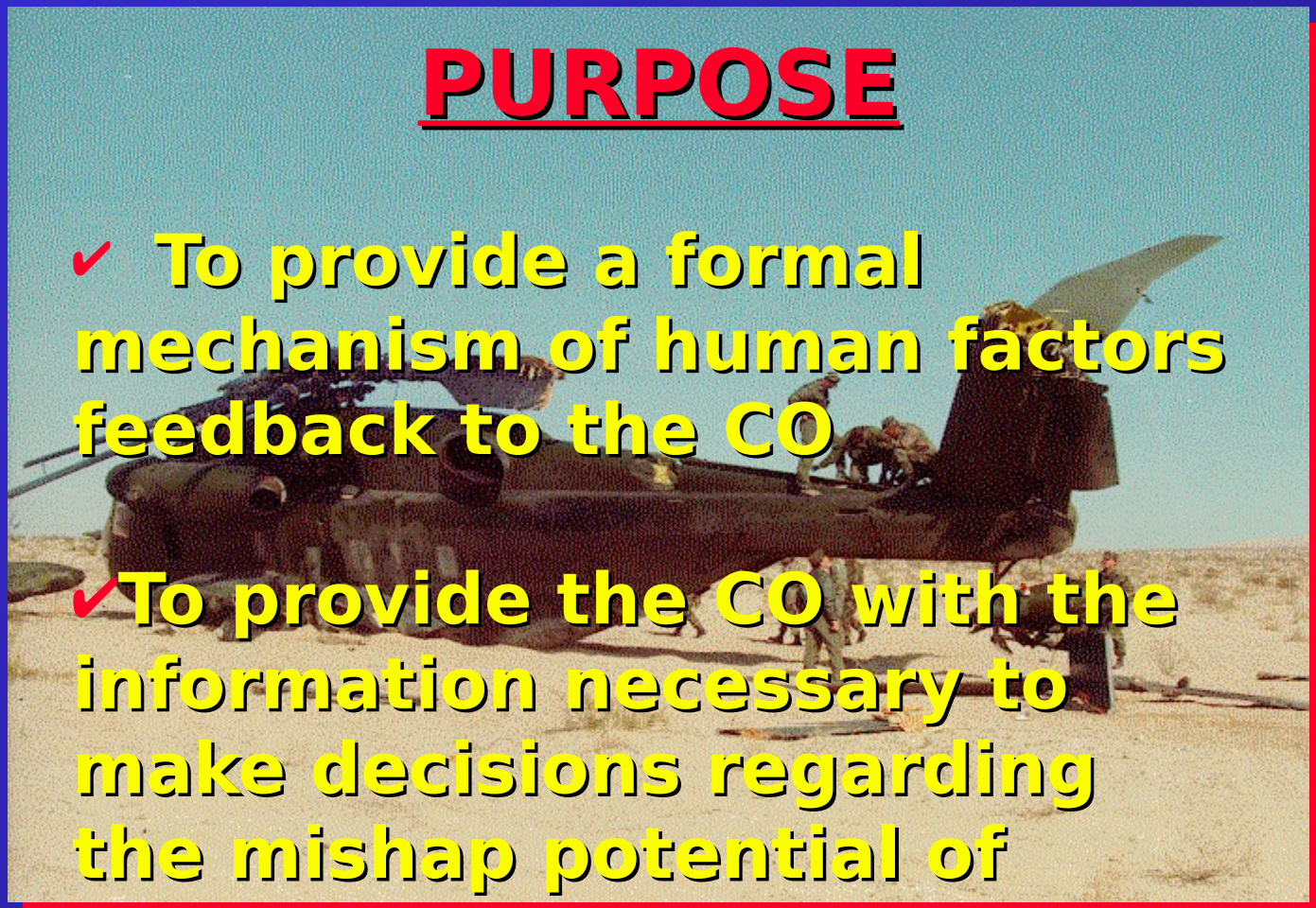
- ✔ Aircrew error is the leading cause of mishaps
- ✔ In many instances, mishap causal factors were previously known to supervisors or peers, but unknown to the CO
- ✔ The insidious nature of human factors requires that they be reviewed on a regular basis

Human Factors Councils
Human Factors Boards

WHAT ARE WE LOOKING FOR?

- ✔Performance trends, training currency and proficiency
- ✔Psychological, physiological, social and professional factors
- ✔Medical conditions, emotional and interpersonal stressors

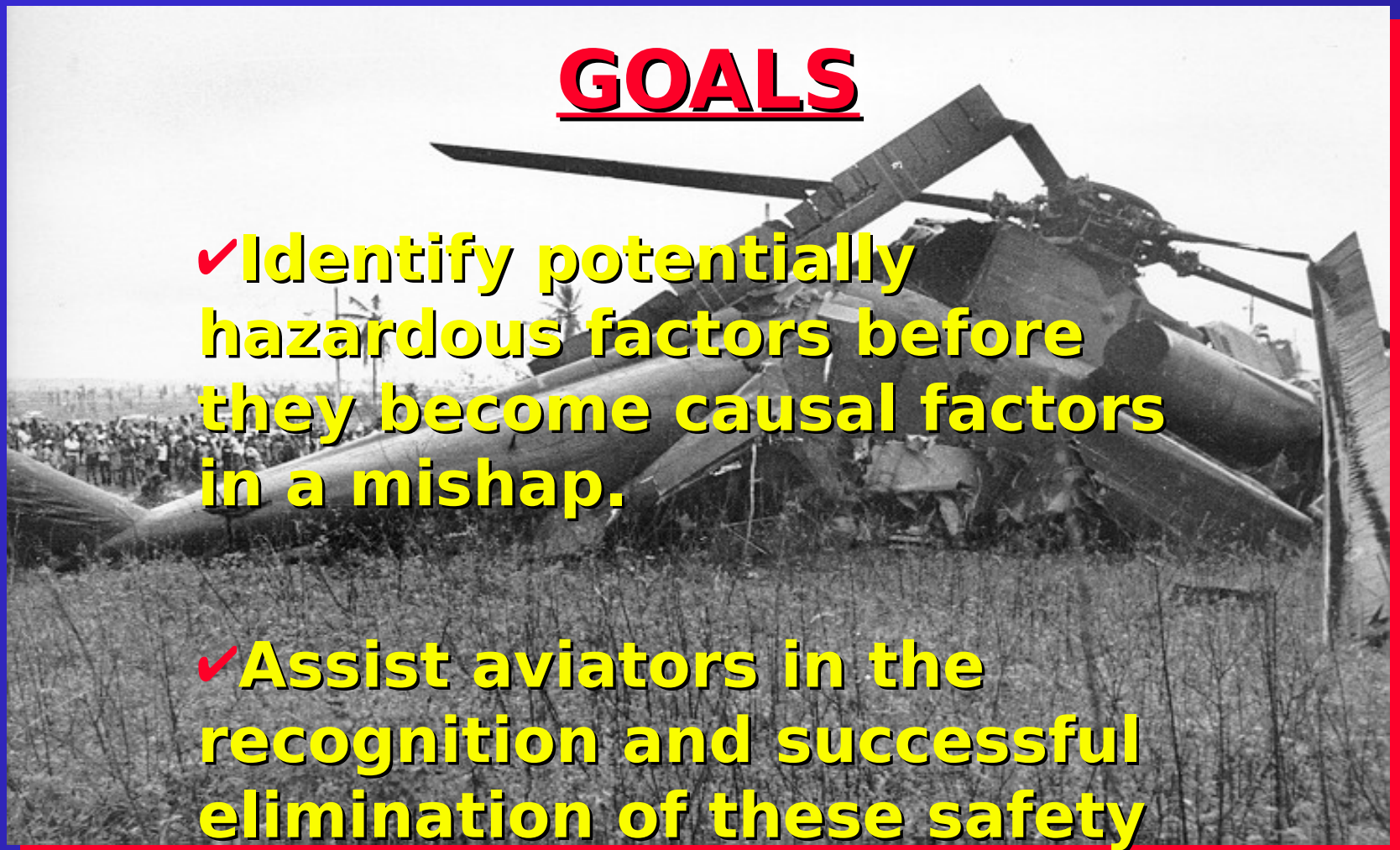
Human Factors Councils
Human Factors Boards



PURPOSE

- ✔ To provide a formal mechanism of human factors feedback to the CO
- ✔ To provide the CO with the information necessary to make decisions regarding the mishap potential of personnel

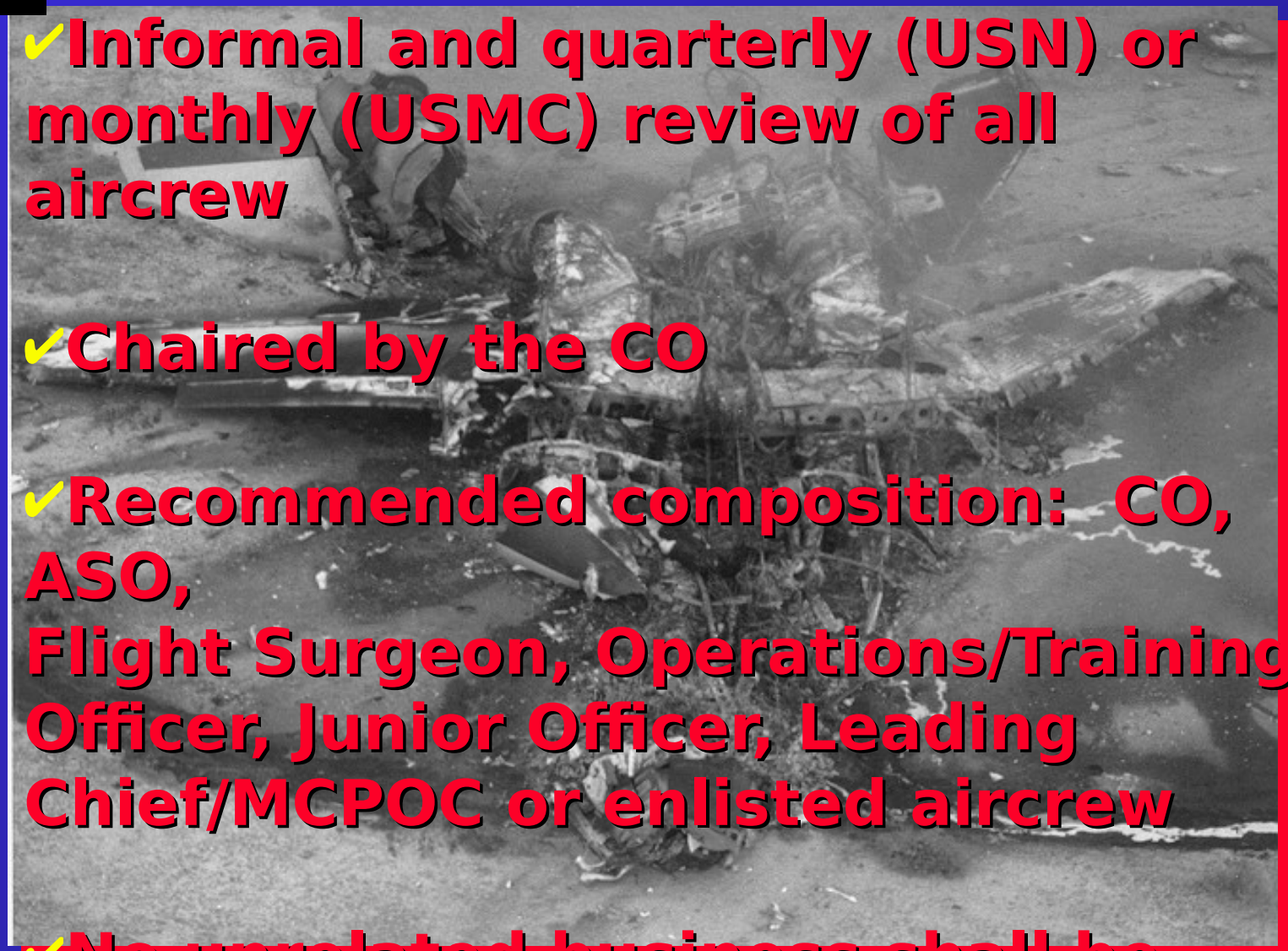
Human Factors Councils
Human Factors Boards



GOALS

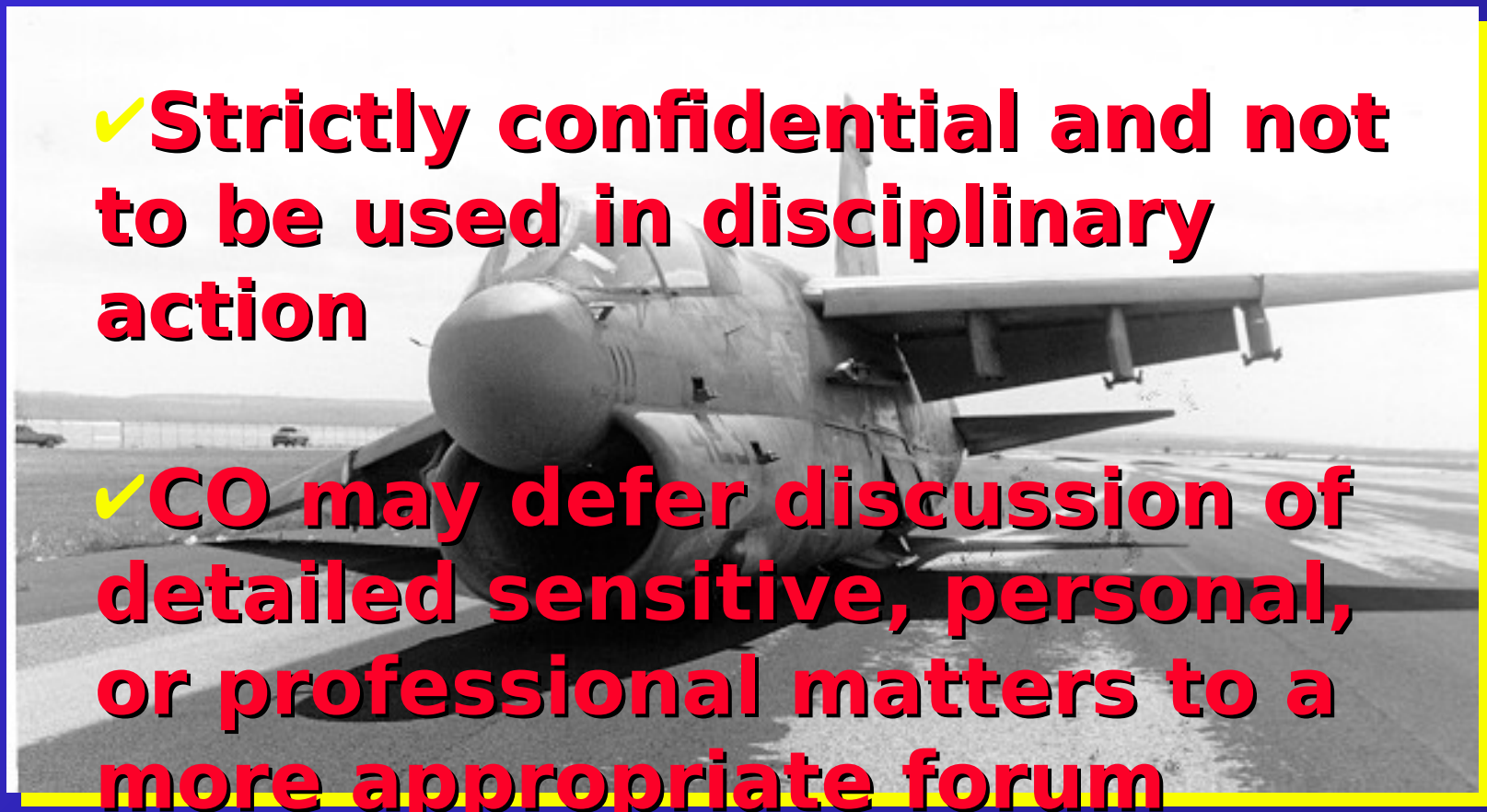
- ✔Identify potentially hazardous factors before they become causal factors in a mishap.
- ✔Assist aviators in the recognition and successful elimination of these safety hazards.

Human Factors Councils



- ✔Informal and quarterly (USN) or monthly (USMC) review of all aircrew
- ✔Chaired by the CO
- ✔Recommended composition: CO, ASO, Flight Surgeon, Operations/Training Officer, Junior Officer, Leading Chief/MCPOC or enlisted aircrew
- ✔No unrelated business shall be

Human Factors Councils



- ✔Strictly confidential and not to be used in disciplinary action
- ✔CO may defer discussion of detailed sensitive, personal, or professional matters to a more appropriate forum

HFC Assessment Process

- ✔Operations: Provide flight data for documentation as needed
  - ✔OPTEMPO
  - ✔Individual flight time summaries

- ✔Training: Provide data to assess
  - ✔Aircrew qualifications and professional progress
  - ✔NATOPS/instrument/physiology survival swims quals/upgrades

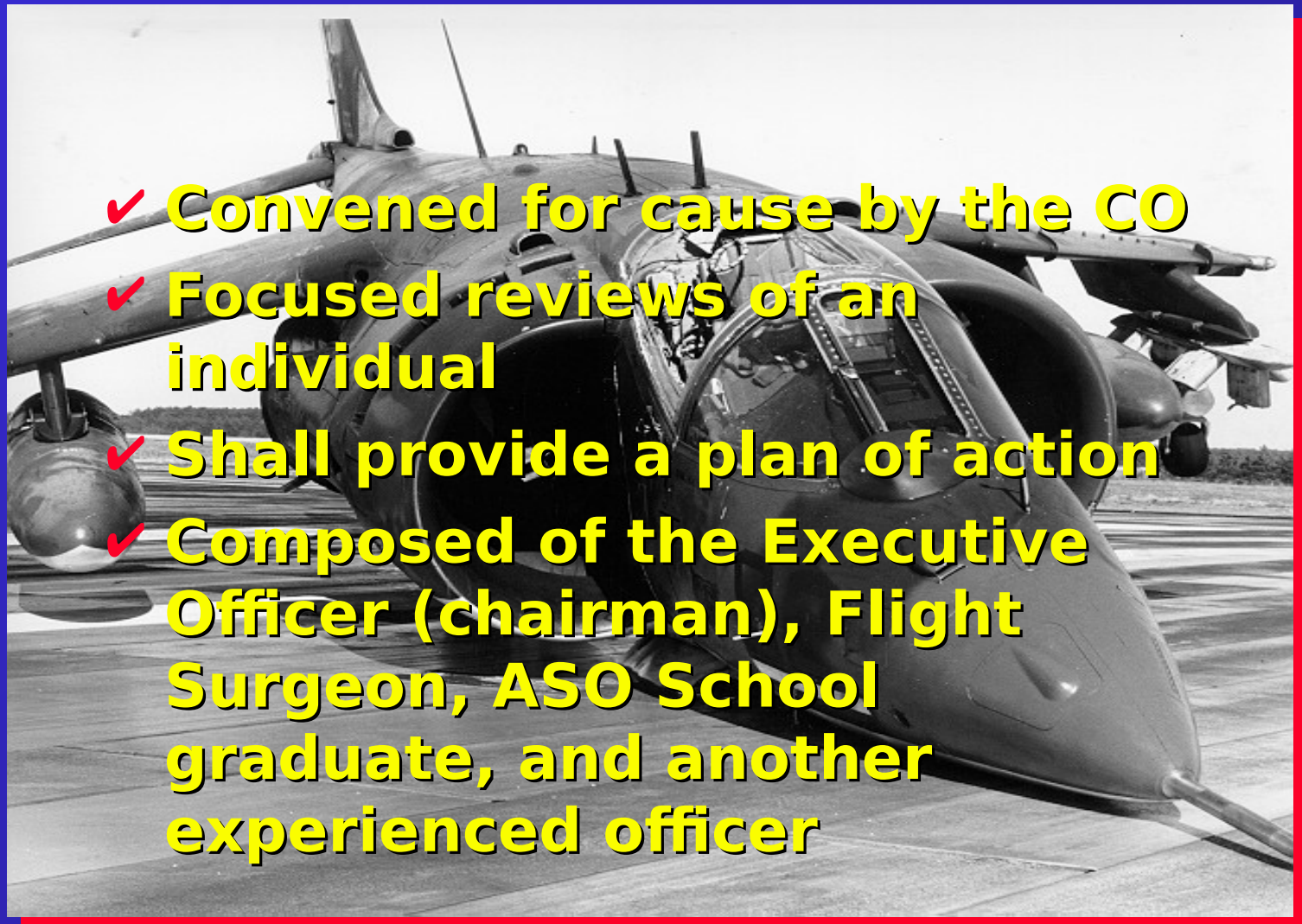
HFC Assessment Process

- ✔All members should discuss the following as related to each individual:
  - ✔Skills and Qualifications
  - ✔Systems Knowledge
  - ✔Aircrew Coordination Performance
  - ✔Professional Discipline
  - ✔Risk-taking Behavior
  - ✔Career Development

HFC Assessment Process

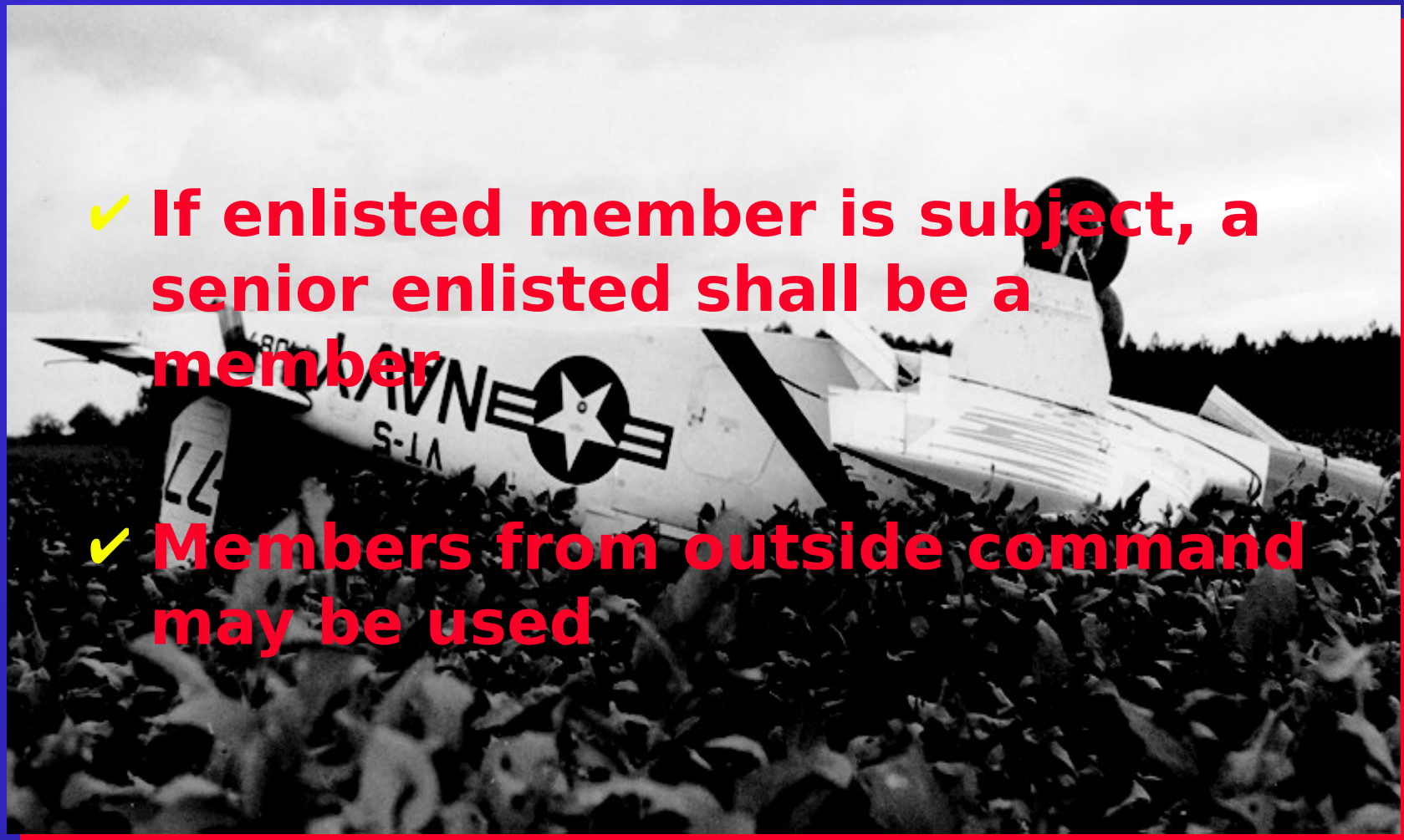
- Critical Assessment Process
  - Declining performance: failure to meet required standards or qualifications process
  - Known violations or instances of poor flight discipline
  - Presence of major job or life stressors
- Recommended Action - shall not be disciplinary in nature

Human Factors Boards



- ✔ Convened for cause by the CO
- ✔ Focused reviews of an individual
- ✔ Shall provide a plan of action
- ✔ Composed of the Executive Officer (chairman), Flight Surgeon, ASO School graduate, and another experienced officer

Human Factors Boards



- ✔ If enlisted member is subject, a senior enlisted shall be a member
- ✔ Members from outside command may be used

HFB Assessment Process

- ✔Notify individual that HFB will be convened
- ✔Identify specific problem areas to be considered
- ✔Presence of aircrew under review is required
- ✔Document performance deficiencies and recommend to CO an appropriate course of action

THE FNAEB/FNFOEB

- ✔Administrative Boards convened to evaluate performance, potential and motivation
- ✔Convened by superior in command:
  - ✔Faulty judgement in flight situations
  - ✔Lack of general skill
  - ✔Habits, traits, tendencies that make his/her flight status questionable
  - ✔Minimum flying requirements not met

FNAEB/FNFOEB Outcomes

- ✔Type A: Continuation in flight status
  - ✔A1: Retain in present duty assignment
  - ✔A3: Transfer to another activity not within same command operating same or different aircraft
  - ✔A4: Probationary flight status (with appropriate Type B associated)

THE “AT RISK” AVIATOR

- ✔ **Below average nugget or New transition aviator**

THE “AT RISK” AVIATOR

- ✔ Below average nugget or New transition aviator
- ✔ Overconfident senior aviator

THE “AT RISK” AVIATOR

- ✔ Below average nugget or New transition aviator
- ✔ Overconfident senior aviator
- ✔ “Best pilot”

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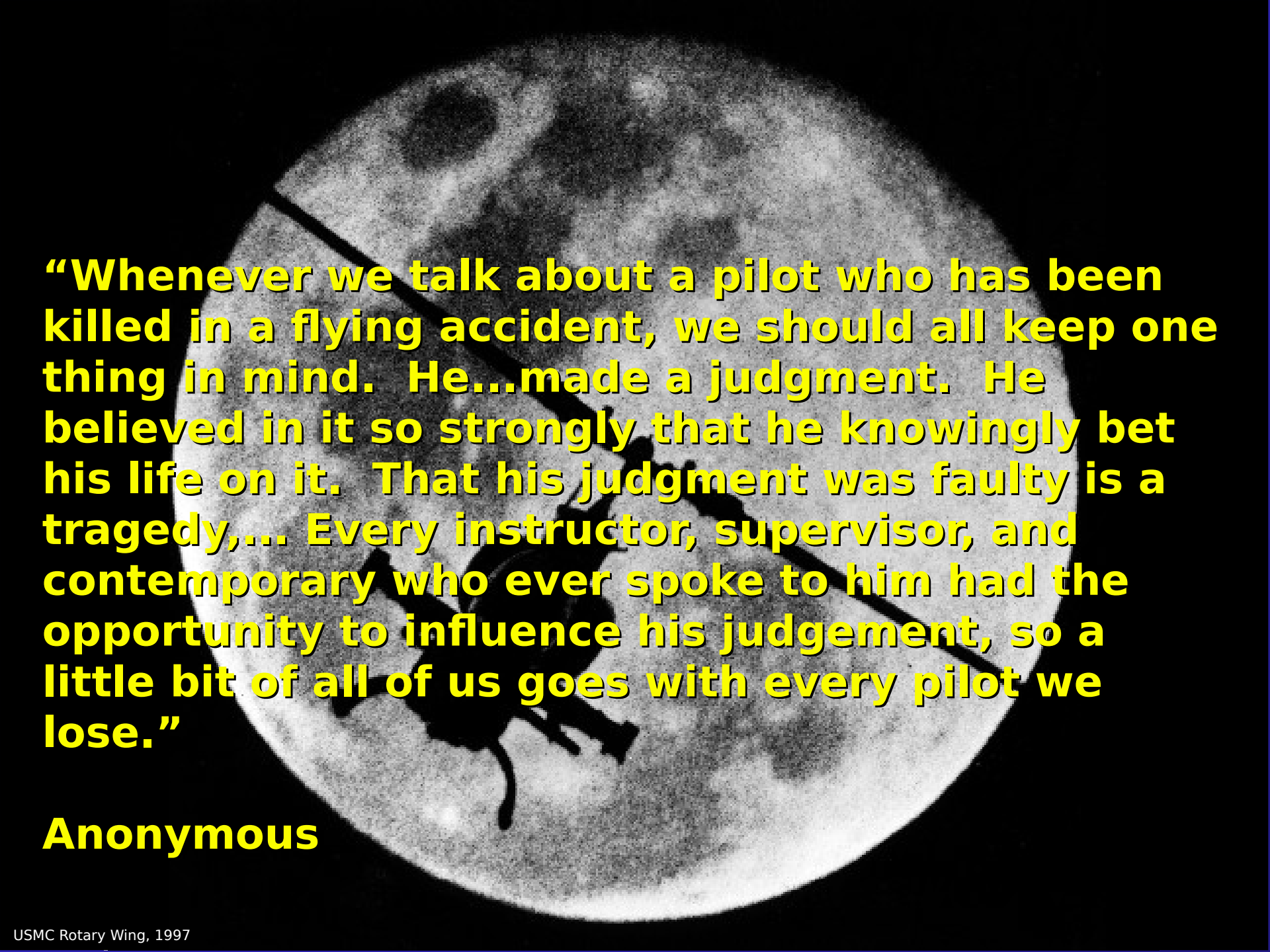
THE “AT RISK” AVIATOR

- ✔ Below average nugget or New transition aviator
- ✔ Overconfident senior aviator
- ✔ “Best pilot”
- ✔ Persistent poor performer
- ✔ Overstressed aviator



“Whenever we talk about a pilot who has been killed in a flying accident, we should all keep one thing in mind. He…made a judgment. He believed in it so strongly that he knowingly bet his life on it. That his judgment was faulty is a tragedy,… Every instructor, supervisor, and contemporary who ever spoke to him had the opportunity to influence his judgement, so a little bit of all of us goes with every pilot we lose.”

Anonymous